



**INTERNATIONAL
CAKE
EXPLORATION
SOCIETE**

From the desk of Glenda Galvez
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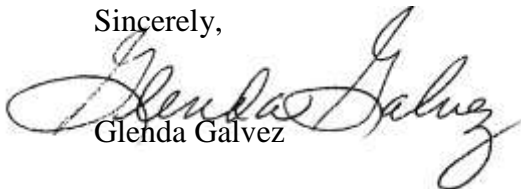
To Whom It May Concern:

It is with a combination of pleasure and trepidation that I write this letter of recommendation in support of Grace McMillan. The trepidation is because I dread the day that will surely come when an opportunity that she simply cannot afford to ignore presents itself, and she finds it necessary to leave our employ.

Grace has that rare combination of intelligence, enthusiasm, and creativity that makes working with her such a pleasure. Recently she completely redesigned our organization's website, making it elegant as well as more user friendly. She has transformed our monthly newsletter from a lackluster basic design into a magazine that rivals the products of professional publication companies. She has taken an active part in helping the Board of Directors revise and reorganize our Bylaws prior to presenting them to an attorney for an update, thus saving the organization a significant amount of expense in billable hours.

Her job description and contract with ICES only extends to the monthly newsletter. The other things she has done for us were on a voluntary basis. We have yet to see any task she has undertaken not turn out to be a spectacular success. She would be a very valuable addition to any organization, and I highly recommend her.

Sincerely,


Glenda Galvez